

**1st AMENDMENT TO THE
NECA-IBEW PENSION TRUST FUND
PENSION PLAN**

As Amended and Restated Effective June 1, 2024

WHEREAS, the Board of Trustees of the NECA-IBEW PENSION TRUST FUND ("Fund") may, pursuant to Article XII, Section 12.01, amend the NECA-IBEW Pension Trust Fund Plan Document restated effective June 1, 2024; and

WHEREAS, the Trustees desire to amend the Plan;

NOW, THEREFORE, the Trustees amend the Plan as follows subject to the conditions specified above:

1. Effective June 1, 2024, Article IX shall be amended by revising Section 9.11 to read as follows:

Section 9.11 - Commencement Date for Pension Payments

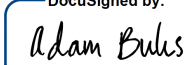
Notwithstanding any other provisions of the Plan regarding the commencement of the benefit payments, unless otherwise elected by the Participant prior to the date specified in this Section 9.11, benefit payments shall commence at the earlier of the following times:

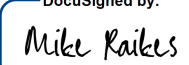
- A. As soon as administratively feasible after the date specified by the applicable Plan provision for the commencement of benefit payments; or
- B. The sixtieth (60th) day after the close of the Plan Year in which the Participant reaches his Normal Retirement Age or ceases to be employed by an Employer, whichever is later; provided, however, that if the amount of the payment to be made cannot be determined by the latest of said dates, a payment retroactive to such date may be made no later than sixty (60) days after the earliest date on which the amount of such payment can be ascertained.

If a Participant does not apply for a benefit on his Normal Retirement Date or the date the Participant ceases to be employed by a participating Employer, then the Participant will be deemed to have elected to defer receipt of his benefit until he applies for the benefit. Application for the benefit must be made in writing on a form to be obtained from the Fund Office.

Regardless of whether or not the Participant continues working or applies for a benefit, the Participant is required by federal law to begin receiving distribution of his benefits beginning on April 1st of the calendar year following the calendar year in which the Participant attains (i) age 70 ½ for a Participant who reached age 70 ½ on or before December 31, 2019, (ii) age 72 for a Participant who reaches age 70 ½ after December 31, 2019, or (iii) age 73 for a Participant who reaches age 72 after December 31, 2022. Since a Participant is not required to cease working in Covered Service to begin receiving a retirement distribution after age 70 ½ and is permitted, after reaching age 70 ½, to engage in Employment that would otherwise trigger a Suspension of Benefits as described in Article XIII, the Fund will not require a Participant who has reached age 70 ½ to cease working in Covered Service nor require such Participant to complete and submit a retirement declaration in order to receive a retirement distribution.

The above amendment to the NECA-IBEW PENSION TRUST FUND's Plan Document was adopted by a Motion passed by the Board of Trustees on the ____ day of October, 2024. In witness hereof, the undersigned officers of the Board of Trustees affix their signatures hereto.

DocuSigned by:

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Chairman – Adam Buhs

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Secretary – Mike Raikes